

5-4
Disciplinary/Adverse Actions - Rate per 1000 Employees
Number of Actions in Each Category by Fiscal Year

Category	93	94	95	96	97	98	99	00	01
Army									
Suspensions	755	652	693	789	871	845	812	705	749
Removals for Cause	901	770	446	455	468	372	531	318	422
Resignations While Adverse Action Pending	56	55	47	54	51	40	43	48	37
Change to a Lower Grade	10	13	8	21	4	4	8	17	15
Total Disc/Adverse Actions	1,722	1,490	1,194	1,319	1,394	1,261	1,394	1,088	1223
Size of the Workforce	260,292	247,871	239,741	228,456	217,263	207,651	200,835	197,154	195,507
DOD									
Suspensions	2,981	2,721	3,215	3,456	3,450	3,102	2,920	3,010	NA
Removals for Cause	3532	2912	1827	1,936	1,664	1,600	2,265	2,072	NA
Resignations While Adverse Action Pending	202	223	222	206	170	164	113	115	NA
Change to a Lower Grade	52	50	36	54	29	42	31	37	NA
Total Disc/Adverse Actions	6,767	5,906	5,300	5,652	5,313	4,908	5,329	5,234	NA
Size of the Workforce	850,466	812,691	767,327	732,687	691,201	663,387	637,974	624,757	NA
Federal Government									
Suspensions	7,288	7,660	8,737	8,888	9,027	8,402	7,343	8,318	NA
Removals for Cause	9,136	8,335	5,582	5,957	5,511	5,259	8,124	8,403	NA
Resignations While Adverse Action Pending	526	520	521	451	385	412	355	348	NA
Change to a Lower Grade	172	157	129	139	101	92	90	88	NA
Total Disc/Adverse Actions	17,122	16,672	14,969	15,435	15,024	14,165	15,912	17,157	NA
Size of the Workforce	2,123,116	2,050,172	1,967,751	1,897,067	1,836,052	1,810,341	1,772,333	1,762,559	NA

Army data include US-citizen appropriated fund employees (military & civil function). Army National Guard (Title 32) are excluded.

DOD data include Army, Navy, Air Force, & Fourth Estate (except for Defense Intelligence Agency); US-citizen appropriated fund employees. Army & Air Force National Guard (Title 32) are excluded.

Government-wide data include all employees in OPM's Civilian Personnel Data File (CPDF). The CPDF includes only US-citizen appropriated fund employees. National Guard (Title 32) are included.

Note that because of their sizes, DOD data will heavily influence the Government-wide data just as Army data will influence the DOD data.

5-4 (Cont.)

Disciplinary/Adverse Actions - Rate per 1000 Employees

Number of Actions in Each Category by Fiscal Year

The Nature of Action (NOA) and Legal Authority Codes (LACs) used are shown below. Note that these are the current LACs. The collection of historical data required the use of a few different LACs.

Suspensions:

NOA: 450 LAC: VAA, VAB, V4J & ZEM, VAV & ZEM, VAC, VWJ, VAD & USP, VAE & USP, USP, USP

NOA: 452 LAC: VAJ, VHJ, USM

Removals for Cause:

NOA: 330 LAC: RYM, V5J, V6J, V7J, V8J, V4J & ZEM, VAJ, VHJ, UPM, UQM, LUM;

NOA: 356 LAC: QGM, QHM, VWP, VWR, U2M, LUM, VAJ

NOA: 385 LAC: L2M, L4M, L5M, L6M, L8M, V2M, VYM, VUM, LXM

NOA: 386 LAC: ZLK, ZLM, ZLJ, ZLL

Resignations While Adverse Action Pending:

NOA: 312 LAC: R5M, R7M, R8M, R9M, RUM

NOA: 317 LAC: R5M, RQM, RRM, RSM

Change to Lower Grade:

NOA: 713 LAC: QGM, QHM, VWP, L9M, VWR, U2M, U2M & N2M

Denial of within-grade increase (NOA 888, LAC Q5M, Q5M & VLJ) is not included because of concern about data accuracy.

5-4 (Cont.) Disciplinary/Adverse Actions - Rate per 1000 Employees

Number of Actions in Each Category MACOM Data for FY01

Cmd Code	MACOM	Suspension	Removal for Cause	Resignation While Adv. Act. Pending	Change to Lower Grade	Total Disc./ Adverse Actions
AE	ACQ EXEC SPT AGCY	0	0	0	0	0
AT	OTEC	18	4	0	1	23
AS	INSCOM	0	3	0	0	3
AU	AAA	0	0	0	0	0
CB	CIDC	4	1	0	0	5
CE	USACE	122	34	5	5	166
E1	USAREUR*	18	25	2	0	45
FC	FORSCOM**	113	60	3	1	177
GB	NGB (Title 5)	0	0	0	0	0
HR	RESERVE CMD	29	39	1	0	69
JA	JOINT ACTIVITIES	3	0	0	0	3
MA	MIL ACADEMY	29	24	0	1	54
MC	MEDCOM***	117	97	9	3	226
MT	MTMC	12	0	0	0	12
MW	MDW	12	11	1	0	24
P1	USARPAC	18	7	0	0	25
P8	8TH ARMY/KOREA	5	1	0	0	6
PC	MEPCOM	0	0	0	0	0
RC	USAREC	0	0	0	0	0
SC	SPACE & STRAT DEF	0	0	0	0	0
SP	USASOC	1	3	1	0	5
SU	USARSO	0	2	0	0	2
TC	TRADOC	51	23	4	1	79
X1	AMC	174	77	6	2	259
	HQDA****	23	11	5	1	40
ARMY WIDE		749	422	37	15	1223

* Includes command code J1 (NATO/SHAPE).

** Includes command code CZ (Information Systems Command) and FS (Signal Command).

*** Includes command codes HS (Health Services Command) and MD (Surgeon General).

**** Includes command codes CS (Office, Chief of Staff, Army), MP (PERSCOM), SA (Office, Sec Army), SB (FOA of OSA), SE (FOA of Army Staff -- OA22), SF (FOA of Army Staff), SJ (Joint & DOD Acts), SS (Staff Support Agencies of HQDA).